

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF OHIO
EASTERN DIVISION

LORA FREIER-HECKLER,

Plaintiff,

vs.

Case No.

1:20CV367

ROBERT WILKIE, SECRETARY

OF THE DEPARTMENT OF

VETERAN AFFAIRS,

Defendant.

- - - - -

DEPOSITION OF LORA FREIER-HECKLER

Taken on Tuesday, October 19, 2021, at 10:00 o'clock a.m.

At The Offices Of:

U.S. Attorney's Office

801 West Superior Avenue

Suite 400

Cleveland, Ohio 44113

Before Margaret Elmo, Court Reporter and
Notary Public in and for the State of Ohio

GOVERNMENT
EXHIBIT

1

1 APPEARANCES:

2 .

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21 ALSO PRESENT:

22 Mr. Nick Pasquarela

23 Ms. Erica Skelly

24 - - - - -

25 .

11

1 Q. Thank you for your service.
2 You were a reservist from 1990 to
3 1997?

4 A. Correct.

5 Q. From what I understand, you
6 started working at the VA Medical Center
7 in 1990; is that right?

8 A. Correct.

9 Q. And you started as a clerk
10 or secretary?

11 A. Correct.

12 Q. How long did you hold that
13 position?

14 A. It was 32 years ago. I'd
15 have to look at my personnel file.

16 Q. Okay. Where exactly were
17 you a secretary? Do you remember what
18 section?

19 A. I don't believe it was a
20 secretary. I believe it was like an
21 admin position for the chief of
22 medicine's office was my first position
23 at the VA.

24 Q. Okay. I have that in 2000
25 you were reassigned from EMS to

1 Q. Okay. Tell me then.

2 A. Could you repeat the date,
3 please?

4 Q. Sure. October 2014.

5 A. So I accepted the position
6 for the assistant chief of logistics,
7 but the director at the time, Susan
8 Fuehrer, wouldn't let me go to that
9 position. She said that I needed to do
10 a detail in EMS because the chief was
11 retiring.

12 Q. So EMS is environmental
13 management service, right?

14 A. Correct.

15 Q. So the chief of EMS was
16 retiring?

17 A. Correct.

18 Q. So before you could fill the
19 role of assistant chief of logistics,
20 the director asked you to fill a detail
21 in EMS?

22 A. Yes, but she gave me the GS
23 level of the chief -- assistant chief of
24 logistics, which was equal to the EMS
25 position.

1 Q. And what's that GS level?

2 A. Thirteen.

3 Q. Do you know how long you
4 were the acting assistant chief of EMS?

5 A. Could you repeat that date
6 again?

7 Q. Sure. 2014.

8 A. The month?

9 Q. October.

10 A. Approximately five months.
11 Four to five months.

12 Q. And what happened after that?

13 A. I took leave and then I went
14 to logistics service in April of '15.

15 Q. Why did you take leave?

16 A. Because I had it -- my son
17 was on active duty and stationed in
18 Alaska and I wanted to see him.

19 Q. Okay. So then in April 2015
20 you began your role as the assistant
21 chief of the logistics service?

22 A. Yes.

23 Q. And that was a GS-13, right?

24 A. Yes.

25 Q. It was during this time that

1 to you professionally?

2 A. Just an audit.

3 Q. Okay. It wasn't something
4 that you protested this assignment?

5 A. No.

6 Q. At some point in 2017 you
7 completed your Ph.D., you earned your
8 doctorate?

9 A. October of 2017.

10 Q. Why did you decide to pursue
11 a Ph.D.?

12 A. Because I wanted it.

13 Q. Okay.

14 A. It was personal.

15 Q. Okay. Did your job require
16 it?

17 A. No.

18 Q. I have that in January 2018
19 you were detailed to Parma community
20 based outpatient clinic pharmacy
21 service.

22 A. Detailed I don't think is
23 the correct word.

24 Q. Okay. What word would you
25 use?

1 GS-12 position. I have in that position
2 you made, in the beginning,
3 approximately \$100,000 a year. Does
4 that sound right?

5 A. Approximately.

6 Q. And then I have in 2019,
7 later that year, it went up to \$101,000.
8 And then in 2020 it went up to
9 \$107,000. So were there incremental
10 steps in your salary?

11 A. I wasn't there long enough
12 for it to be steps, no.

13 Q. Okay.

14 A. I think maybe -- a fiscal
15 year cost of living maybe.

16 Q. Okay. So then in February
17 2020, you got the position systems
18 design manager?

19 A. Systems redesign manager?

20 Q. Is that correct?

21 A. Yes.

22 Q. February 2020?

23 A. Yes.

24 Q. So you were a budget
25 analyst, then, for five months,

1 differently?

2 MR. FRIEDMAN: Object.

3 Go ahead.

4 A. I don't know. I would hear
5 stuff, but I don't know if they followed
6 through with anything or anything.

7 Q. Nothing that you witnessed or
8 had firsthand knowledge of?

9 A. I would not like the way he
10 talked to some female subordinates.

11 Q. How so?

12 A. It was in a negative,
13 demeaning derogatory, harassing manner.

14 Q. Okay. Can you give me
15 examples?

16 A. He told a female that she
17 couldn't wear high heels during an
18 inspection.

19 Q. Do you know why he said
20 that?

21 A. I don't.

22 Q. Do you know who the female
23 was that he said that to?

24 A. I believe it was Melissa
25 Kasper.

1 Q. Do you have other examples
2 of him talking to women in a derogatory
3 or harassing manner?

4 A. So Phil Rutledge would ask
5 people after and during, when I -- I
6 just feel like I was retaliated by Phil
7 Rutledge the minute I filed my EEO
8 complaint. From the minute I walked
9 into the door, not giving me access, and
10 I couldn't take it after two years to
11 when I filed, I've had nothing but
12 retaliation since.

13 Q. Okay. And we are going to
14 talk about that as well.

15 Before you filed the EEO, did you
16 feel that Phil Rutledge mistreated you?

17 A. Yes.

18 Q. So let's focus on that
19 period first and then we'll talk about
20 after the EEO.

21 A. Okay.

22 Q. What were some of the things
23 he did to you that created the hostile
24 work environment?

25 A. He wouldn't give me access

1 to the computer, access that I needed to
2 do my job.

3 Q. Okay. How so?

4 A. I should have approved
5 people's leave. He wouldn't give me
6 access to do that. He --

7 Q. Sorry. What do you mean by
8 he wouldn't give you access?

9 A. So there's panels of access
10 that maybe a clerk wouldn't have, but an
11 assistant chief or chief would have.
12 About a month after being there, I was
13 realizing that the accesses weren't
14 coming.

15 Q. Okay.

16 A. And it was confirmed when
17 the employees told me that I should have
18 accesses and he was denying them.

19 Q. Okay. So you're telling me
20 that employees would, what, request
21 leave?

22 A. That's one example.

23 Q. And he would deny their
24 leave, for example?

25 A. That's not what I said.

1 Q. Okay. Then --

2 A. Like maybe a purchaser was
3 doing a purchase and they needed it
4 signed off by a supervisor or an
5 assistant chief, I didn't have that
6 access.

7 Q. To sign off on it?

8 A. And then it would have been
9 complete.

10 Q. Okay. Do you know if Phil
11 signed off on it?

12 A. He did because he wanted to.

13 Q. Okay. So he would do -- he
14 did not give you access because he did
15 it?

16 A. I don't know if he did it or
17 not, but he didn't want me to have it.

18 Q. Okay. Did he ever tell you
19 that he didn't want you to have access
20 to it?

21 A. Yes.

22 Q. Okay. What did he say?

23 A. He didn't trust me.

24 Q. Did he tell you why?

25 A. I asked. He didn't. But he

1 was on the interview board, he picked
2 me.

3 Q. So he was part of the group
4 that hired you in that position?

5 A. He was the final decision
6 who picked me.

7 Q. Okay. And he didn't tell
8 you why he didn't trust you?

9 A. He did not.

10 Q. How does this negatively
11 interfere with your work performance?

12 A. Because I feel like Mr.
13 Rutledge hung over my head. If I
14 didn't do what he asked me to do, then
15 my rating wouldn't be what it should
16 have been.

17 Q. What do you mean by, your
18 rating?

19 A. So different parts of the
20 year there's incentive awards that are
21 given out, approximately March through
22 maybe June, and then an end-of-year
23 rating.

24 Q. So were you afraid you
25 wouldn't get an incentive reward; was

1 that one concern?

2 A. I knew I wouldn't.

3 Q. And were you worried about
4 your end-of-year rating?

5 A. I was afraid.

6 Q. How were your ratings when
7 you worked under Phil Rutledge, your
8 end-of-year reviews?

9 A. The same as they had been
10 for decades, outstanding.

11 Q. Did you get any incentive
12 rewards while you worked under Phil
13 Rutledge?

14 A. I believe so.

15 Q. Okay. How else did he --
16 did Phil Rutledge create a hostile work
17 environment for you?

18 A. He moved my office away from
19 the employees I was supposed to
20 supervise.

21 Q. Okay. Correct me if I'm
22 wrong, I read that you were moved from
23 a cubicle to an office; is that correct?

24 A. That is not correct.

25 Q. You were always in an

1 office?

2 A. I was in an office and I was
3 moved across the hall into a secured
4 room with him with separate offices.

5 Q. Okay. But you were in the
6 same area as Phil Rutledge, you were
7 moved to?

8 A. Correct. He moved me over
9 in his section. So there's a suite, a
10 hall and into another suite.

11 Q. Okay.

12 A. With separate offices.

13 Q. Did he tell you why?

14 A. He said it was because we
15 were getting more staff, but that was
16 not true.

17 Q. Okay. And you didn't like
18 the move?

19 A. I did not like the move.

20 Q. Did you tell him that?

21 A. I did tell him that.

22 Q. What did he say?

23 A. You're moving.

24 Q. Okay. How did moving your
25 office to the suite across the hall

1 Rutledge denying you computer access.
2 We talked about him moving your office.
3 What are other ways he created a hostile
4 work environment?

5 A. He asked me to watch his
6 10-year-old son and if I denied it, I
7 wouldn't have an outstanding rating.

8 Q. Did he tell you that?

9 A. He told me that.

10 Q. Did it happen one time or
11 more than one time that he asked you to
12 watch his 10-year-old son?

13 A. One time.

14 Q. Did you have to watch him,
15 like, at Phil's house, or where did he
16 want you to watch him?

17 A. Well, I didn't want to watch
18 him, but he made me feel like if I
19 didn't that it would affect my rating.

20 Q. Okay. So you did watch the
21 son?

22 A. I did.

23 Q. Again, was it at Phil's
24 house or at the office?

25 A. It was at my house.

1 Q. Your house. Okay. Do you
2 remember how long it was for?

3 A. Several hours. I think he
4 had someone else to watch him, but they
5 canceled and he went on a date.

6 Q. Any other ways that he
7 created a hostile work environment?

8 A. After that, he asked me to
9 watch his house.

10 Q. Was he out of town or
11 something like that?

12 A. He was going out of town and
13 the person that was supposed to watch
14 his house canceled for whatever reason.

15 Q. Okay. Did you watch his
16 house?

17 A. So there's a difference
18 between asking someone to do
19 something --

20 Q. I'm sorry. I can see you're
21 getting emotional. Why does it make you
22 so emotional?

23 A. You're not making me
24 emotional. What he did to me, every time
25 I have to talk about it and relive it

1 bypass me if everyone in here was male.

2 Q. So he wouldn't let you talk?

3 A. There was one meeting where
4 he told me I couldn't talk.

5 Q. Do you remember what meeting
6 that was that he told you not to talk?

7 A. It was a weekly meeting. It
8 was the supervisor's meeting.

9 Q. Okay. Did you attempt to
10 talk and he told you stop talking?
11 What exactly happened?

12 A. That's exactly what happened.

13 Q. Okay. Did he give you a
14 reason why to stop talking?

15 A. So this is approximately two
16 years into this behavior. That was the
17 day I had enough. And I had a white
18 female -- so this particular meeting
19 there were like junior supervisors --
20 one junior supervisor that was there,
21 she was in charge of purchasing. Junior
22 meaning she was a lower grade than the
23 rest of the 12 supervisors.

24 There was a white female and a
25 black female, and they were

1 approximately in their late 20s, leaned
2 over to me and said, is this how women
3 are treated in the federal government
4 and I said no.

5 Q. Was that after he told you
6 to stop talking?

7 A. I requested to talk to him
8 in his office. It was towards the end
9 of the meeting. At which point people
10 would have left and he asked them to
11 stay and told me to leave in front of
12 my subordinates.

13 Q. Okay. So you said people
14 had started to leave. So who was still
15 there?

16 A. No, I said they should have
17 left. At that point they should have
18 left, but they were all at the table
19 and he told them to stay.

20 Q. Okay.

21 A. We went in his office. I
22 left the door open because I was
23 uncomfortable, and I asked him, why did
24 you tell me I couldn't talk in a
25 meeting? And he turned around and he

1 Q. After this meeting did he
2 ever tell you to leave another meeting
3 again?

4 A. No.

5 Q. Okay. Did he ever tell you
6 not to talk at another meeting?

7 A. No. He did tell me that I
8 couldn't talk to the director, Susan
9 Fuehrer, or the deputy director, Andy
10 Pasina, or the associate director, Beth
11 Lumia. And that was my chain of
12 command. He told me I could not talk
13 to them.

14 Q. Did he say why?

15 A. I said, they're my chain of
16 command. What he didn't realize is I
17 worked for Sue off and on in positions
18 for two decades. And he said he didn't
19 want me to. He wanted to control where
20 my office was, who I supervised, and he
21 wanted me to go to every meeting with
22 him. There's no reason a chief and
23 assistant chief have to go to the same
24 meeting.

25 Q. When he told you not to

1 A. So I would talk to Andy
2 because he had logistics. And then when
3 Beth came, she got logistics, so then I
4 met with Beth. And then I met with the
5 chief of HR, Charles Franks, and then I
6 met with the director. A total of
7 about 187 times, to stop Phil Rutledge's
8 behavior.

9 Q. So when he told you not to
10 speak to anyone in your chain of
11 command, you didn't listen to him?

12 A. I didn't have to listen to
13 him. I'm a federal employee.

14 Q. Right.

15 A. I can speak to whoever I
16 want to speak to.

17 Q. Okay. Right, he couldn't
18 stop you from talking --

19 A. He shouldn't have said that
20 to me.

21 Q. Fair enough. But the next
22 step is that it didn't stop you from
23 talking to the people in your chain of
24 command?

25 A. It didn't stop his harassment

1 A. He controlled -- he attempted
2 to control the daily function when it
3 didn't need to be like that. If I
4 wanted you at a meeting, I would invite
5 you to a meeting and send you a meeting
6 invite.

7 Q. Right. Okay. So let's talk
8 about the access to his calendar. Phil
9 Rutledge had previously said that he
10 removed access to everyone including
11 male supervisors from his calendar.

12 A. That's a false statement.

13 Q. Who were the men that still
14 had access to his calendar?

15 A. Bob Conkey.

16 Q. Can you spell the last name?

17 A. C-O-N-K-E-Y. First name is
18 Robert.

19 Q. What was his position?

20 A. He was the approximate
21 management analyst. Maybe it was
22 program management analyst.

23 Q. How do you know he still had
24 access to Phil Rutledge's calendar?

25 A. I asked him and he confirmed

1 he did.

2 Q. He told you. Okay. What
3 other men --

4 A. There was another one.

5 Q. Go ahead.

6 A. He had an administrative
7 clerk, maybe a GS-6. I asked him if he
8 had the access and he confirmed that he
9 did.

10 Q. Was that Mr. Suuru?

11 A. S-U-U-R-U, yes.

12 Q. Was he Philip Rutledge's,
13 like, assistant or -- in his admin
14 position, what did he do?

15 A. To me he was more -- he was
16 more like a GS-6 clerk.

17 Q. Okay. Did he organize
18 Philip Rutledge's calendar? Did he put
19 items on there?

20 A. I believe both of them did.

21 Q. Okay.

22 A. But Suuru was also an Air
23 Force vet. So Phil would have lunch with
24 him, lunch with certain men every day.

25 Q. Okay.

1 A. And if you weren't part of
2 that group, you knew you weren't going
3 to get an incentive award.

4 Q. Okay. Who else? What other
5 men had access to Phil Rutledge's
6 calendar?

7 A. Those are the main two
8 administrative people that would have
9 had access. If others did, I'm unaware.
10 I stopped asking when I knew those two
11 were the main ones for me.

12 Q. Okay. Is it a requirement
13 that supervisors share their calendars
14 with their subordinates?

15 A. It's not. But as I stated
16 previously, in no other -- in the VA,
17 I've always had to move out to move up.

18 Q. What does that mean?

19 A. So there weren't positions
20 that went from three to 13 in one
21 office. Everybody probably would have
22 liked that. But if I wanted a
23 promotion or opportunity for promotion,
24 I had to move out of that service to
25 move up.

1 Q. Okay. Well, if you think of
2 more throughout the deposition, let me
3 know. Feel free. We can always go
4 back to this.

5 A. Can we go back to my
6 doctorate? It was Capella.

7 Q. Is that the school you went
8 to?

9 A. Yes.

10 Q. How do you spell it?

11 A. C-A-P-E-L-L-A.

12 Q. Where is Capella?

13 A. It's online. They gave me a
14 veteran discount and I could work
15 full-time and do that at night. I know
16 people think it's not a doctorate
17 because it was online, but it is.

18 Q. Let's talk about your EEO
19 filings. I have that you filed your
20 first EEO charge April of 2017. Does
21 that sound right?

22 A. Yes.

23 Q. Okay.

24 A. The director told me to do
25 it.

1 for, the 10-day suspension was on paper
2 and over the weekend.

3 Q. He was suspended, though,
4 Phil Rutledge?

5 A. No. He was given a letter
6 -- he was given an opportunity that that
7 letter would stay in his file
8 permanently but he wouldn't have to
9 serve it.

10 Q. Okay. So that letter is in
11 his file permanently?

12 A. It should be.

13 Q. Okay. Fair enough.

14 A. But why wasn't I offered
15 that?

16 Q. So you were also
17 investigated, correct?

18 A. So after the Chavtz and Phil
19 audit that I was requested to do, after
20 those findings, Chavtz Seals was demoted
21 from a 12 to a GS-9; had nothing to do
22 with me, that was Phil and human
23 resources. He filed an EEO case. I
24 was asked to testify on the VA's behalf.
25 Amber Grohen --

1 Q. Can you spell the last name?

2 A. G-R-O-H-E-N, but that may not
3 be right. She was there. Lauren
4 Chahita was there from human resources.
5 He was represented by the union. There
6 was an administrative law judge. He made
7 false accusations.

8 Q. Who's the he?

9 A. Chavtz Seals made false
10 allegations that reason the volunteers
11 had a Super Max key that opens anything
12 in the medical center was because I gave
13 it to -- I said that it was okay. I
14 would never say that that's okay. As
15 soon as I found out about it, I
16 confiscated the key, I contacted the
17 assistant chief of engineering and I
18 made him sign for the key to give it
19 back.

20 Can you repeat your question,
21 please?

22 Q. You were investigated by
23 the --

24 A. So, I was then asked to
25 testify for the VA. And three days

1 investigation against you and we're
2 going to use an exhibit.

3 MR. FRIEDMAN: Let me object to
4 the inquiry about the AIB.

5 MS. INA: Okay.

6 - - - - -

7 (Thereupon, Government Exhibit-A
8 was marked for identification.)

9 - - - - -

10 Q. Doctor, you've been handed
11 Government Exhibit A. Have you ever
12 seen this document before?

13 A. Yes.

14 Q. Okay. What is it?

15 A. It's the AIB's report.

16 Q. Regarding your investigation,
17 correct?

18 A. Yes.

19 Q. It's dated March 21, 2018?

20 A. Yes.

21 Q. Then it says from. It says
22 Jessica Minnich, HR Specialist. Do you
23 know Jessica Minnich?

24 A. No. She works for VA
25 regional office, but the director knew

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1 indicated that you looked at the
2 document and said what the hell is this
3 shit under your breath. Did you make
4 this statement?

5 A. That's not what this says.
6 This says Dr. Heckler said, shit, what
7 the hell is this, there's nothing on
8 here, or words to that effect, per
9 Robert Conkey.

10 Q. Per Robert Conkey. The next
11 paragraph says, Dr. Freier-Heckler
12 indicated. Do you see that?

13 A. Yes.

14 Q. It says, you looked at the
15 document and said, what the hell is this
16 shit under your breath. Is that what
17 you said?

18 A. I did say it under my breath
19 and I admitted to that when I was
20 questioned. Because I had the VISN on
21 the phone, I had an end of fiscal year
22 meeting and a supervisor that's a GS-12
23 just handed me a blank piece of paper
24 and there's no end of year report.

25 But the only person that could

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1 A. I testified to that. I told
2 them they could talk to my husband.
3 They chose not to. I was at home.

4 Christie Hicken at the time --
5 and again, I do want it stated that I
6 do feel re-victimized again by having to
7 answer these questions that this board
8 has already said that Christie Hicken
9 was not credible. And here I am
10 answering the same question. Why is
11 that?

12 MR. FRIEDMAN: We've interposed
13 the objection.

14 Go ahead.

15 Q. So Darryl Johnson and
16 Christie Hicken described you yelling at
17 Mr. Seals. That's what this memorandum
18 says?

19 A. And they're entitled to their
20 opinion, but they are not telling the
21 truth.

22 MS. INA: I'm going to mark
23 another document as an exhibit.

24 A. Chavtz Seals had no authority
25 to bring in Christie Hicken. He wasn't

1 office, Lora's fine. But if I'm in a
2 formal meeting, if other pharmacists are
3 being called doctor or researchers are
4 being called doctor, then I would expect
5 it because it was earned. He said he
6 would not call me doctor.

7 After I received it, I was in
8 meetings with service chiefs and he
9 would refer to Dr. Tim Heimann, the
10 chief of pharmacy and assistant
11 director of community based clinics, as
12 doctor.

13 Q. Okay.

14 A. He would refer to Neil
15 Peachy, the chief of research, as
16 doctor. But he refused at every point
17 to refer to me as doctor.

18 Q. Okay. Tim Heimann, does he
19 have a Ph.D.?

20 A. He's a Pharm D.

21 Q. And then Neil Peachy, does
22 he have a Ph.D.?

23 A. Yes.

24 Q. Did Phil Rutledge ever give
25 you a reason why he wouldn't call you

1 doctor?

2 A. No, he just said that he
3 would not. The only difference between
4 me, Tim and Neil is that I'm a female.

5 Q. Okay. How did this affect,
6 negatively interfere with your work
7 performance when he wouldn't call you
8 doctor?

9 A. Well, it's disrespectful.
10 Right? It causes animosity in meetings
11 because he's being respectful to Tim
12 Heimann in meetings, he's being
13 respectful to Tim Peachy. And when
14 they're not present, when supervisors
15 are present, he's just blatantly not
16 respectful towards me and the only thing
17 that was different between me and any
18 other supervisors was that I was a
19 female.

20 Q. Okay. I'm glad that you
21 added that. Is there anything else that
22 you thought of? We just took a lunch
23 break. Anything else come up that you
24 remembered as far as things he did that
25 created a hostile work environment?

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1 had applied for years prior and was told
2 I wasn't qualified. I thought it was
3 very interesting that HR then said I was
4 qualified. I did not think I should
5 have been demoted. So I applied for
6 the GS-13. I interviewed and I was
7 selected.

8 Q. Okay. That's your current
9 position?

10 A. Yes.

11 Q. Okay. We're going to talk
12 about damages in the lawsuit. One thing
13 we're going to look at is the difference
14 in pay. It's called lost wages.

15 When you were demoted to the
16 budget analyst, what was the reduction
17 in your pay?

18 A. They took me from a -- I
19 don't remember exactly what I was then,
20 maybe a 13-4 or five to 12-10. The
21 reduction in pay was -- it was more
22 than just the reduction in pay.
23 Approximately without looking at the
24 math, maybe there was less than a
25 thousand dollar difference.

1 CERTIFICATE

2 .

3 State of Ohio,) SS.:

4 County of Cuyahoga.)

5 I, Margaret Elmo, a Notary Public
6 within and for the State of Ohio, duly
7 commissioned and qualified, do hereby
8 certify that the within named witness,
9 was duly sworn to testify the truth, the
10 whole truth and nothing but the truth in
11 the cause aforesaid; that the testimony
12 then given by the witness was by me
13 reduced to stenotypy in the presence of
14 said witness; afterwards transcribed,
15 and that the foregoing is a true and
16 correct transcription of the testimony
17 so given by the witness.

18 I do further certify that this
19 deposition was taken at the time and
20 place in the foregoing caption
21 specified.

22 I do further certify that I am
23 not a relative, counsel or attorney for
24 either party, or otherwise interested in
25 the event of this action.

185

1 I am not, nor is the court
2 reporting firm with which I am
3 affiliated, under a contract as defined
4 in Civil Rule 28 (D).

5 IN WITNESS WHEREOF, I have
6 hereunto set my hand this ____29th____ day of
7 _____October_____, 2021.

8 .

9 .

10 .

11 .

12 

13 Margaret Elmo, Notary Public

14 within and for the State of Ohio

15 .

16 .

17 .

18 My commission expires

19 November 17, 2022.

20 .

21 .

22 .

23 .

24 .

25 .

